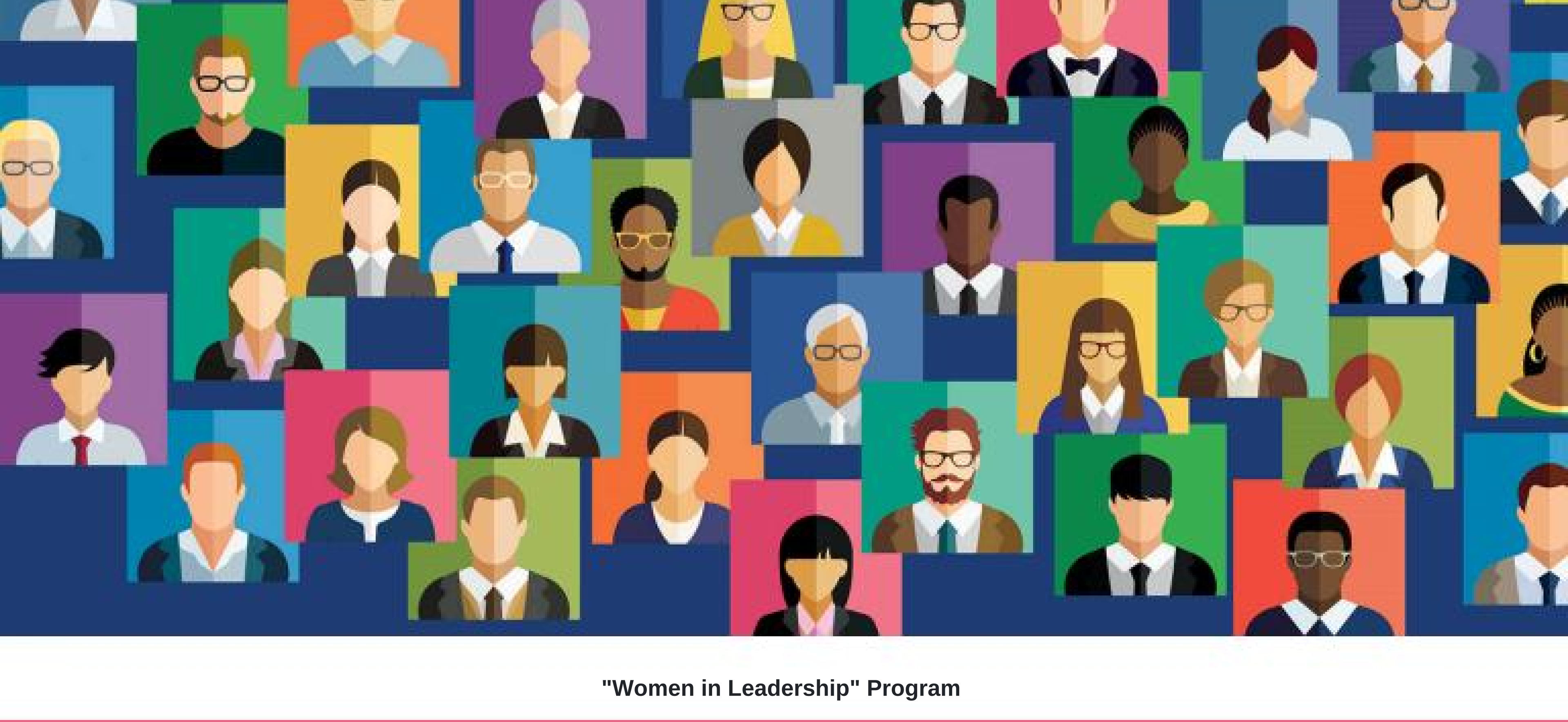




"Women in Leadership" Program



y 2021 Issue

During 2021, the Federal Telecommunications Institute, through its General Directorate of Gender Equality, Diversity, and Inclusion, implemented for the second time the "Women in Leadership" Program, exclusively for female employees of the Institute. The program aims to provide female employees with skills for their development and empowerment, as well as tools to develop their professional profile and their projection capabilities as leaders and experts, with the ultimate goal of increasing female participation in decision-making positions.

Experts who transform



The IFT's Comprehensive Gender Equality Plan, "Experts Who Transform," is an effort to promote female leadership through actions that increase the participation and visibility of the Institute's female experts in the telecommunications, broadcasting, and digital ecosystem sectors, as well as in their respective fields of expertise, in order to enhance and recognize their role as specialists in these areas. Read the first report here.

y Fourth Quarterly Report 2024 Experts Who Transform

y Third Report 2024 Experts Who Transform

y 2nd Anniversary Report Experts Who Transform

y Second Report 2024 Experts Who Transform

y First Report 2024 Experts Who Transform

y Fourth Report 2023 Experts Who Transform

y Third Report 2023 Experts Who Transform

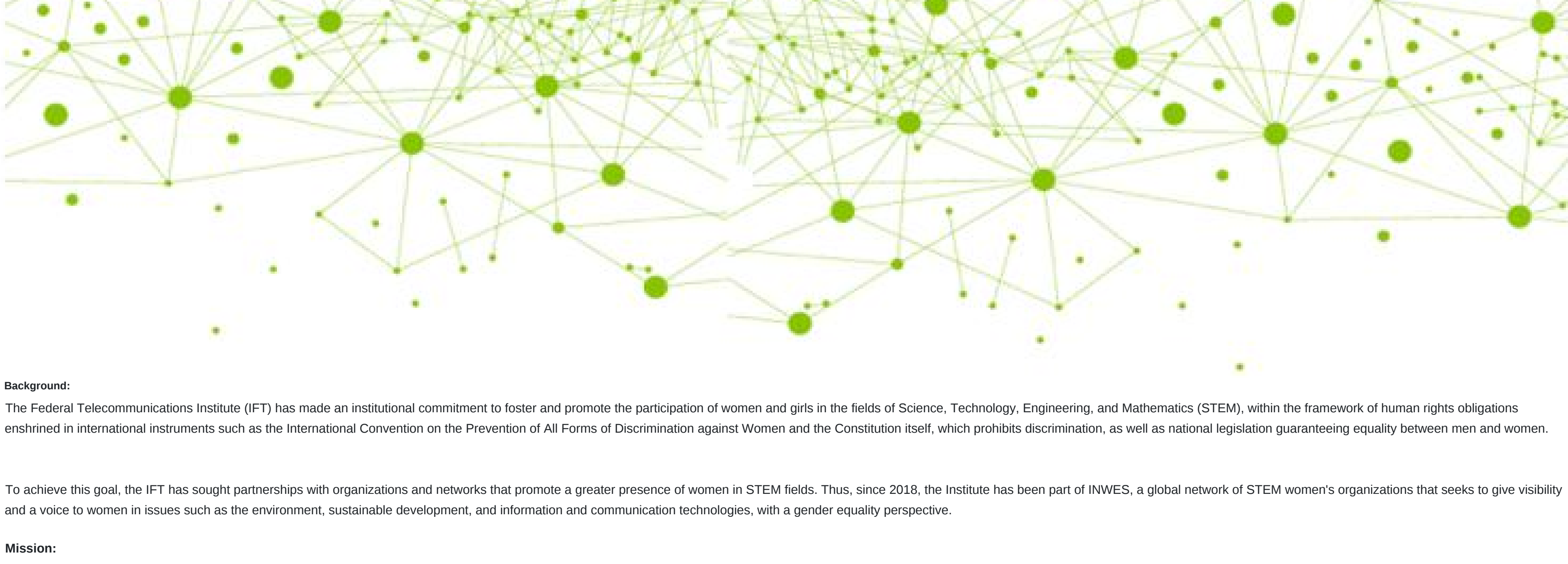
y Second Report 2023 Experts Who Transform

y First Report 2023 Experts Who Transform

y Second Report 2022 of Experts Who Transform

y Experts Who Transform Report

IFT STEM Women



Background:
The Federal Telecommunications Institute (IFT) has made an institutional commitment to foster and promote the participation of women and girls in the fields of Science, Technology, Engineering, and Mathematics (STEM), within the framework of human rights obligations enshrined in international instruments such as the International Convention on the Prevention of All Forms of Discrimination against Women and the Constitution itself, which prohibits discrimination, as well as national legislation guaranteeing equality between men and women.

To achieve this goal, the IFT has sought partnerships with organizations and networks that promote a greater presence of women in STEM fields. Thus, since 2018, the Institute has been part of INWES, a global network of STEM women's organizations that seeks to give visibility and a voice to women in issues such as the environment, sustainable development, and information and communication technologies, with a gender equality perspective.

Mission:
Promote and encourage the participation of girls and adolescents in STEM careers through specific actions, the exchange of experiences and best practices, and the dissemination and visibility of women's work in these fields, seeking to increase the effective and equal participation of women in STEM careers in technological development.

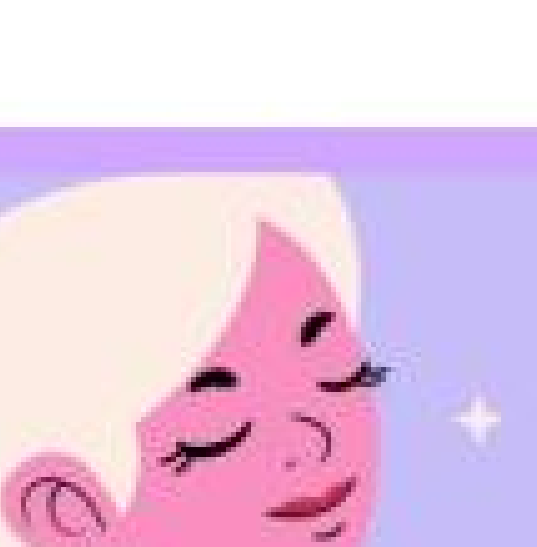
Vision:
Achieve equal participation of women, girls, and adolescents in STEM careers, as well as their incorporation into the science and technology research and development labor market under equal conditions, positioning them as agents of change.

Objectives:
To promote a cultural shift in favor of equality between men and women, as well as the elimination of gender stereotypes that hinder women's participation in STEM fields.

Promote the interest of girls and adolescents in studying STEM careers.

To disseminate the experience of women in STEM at the IFT in order to capture the interest of girls and adolescents in this field.

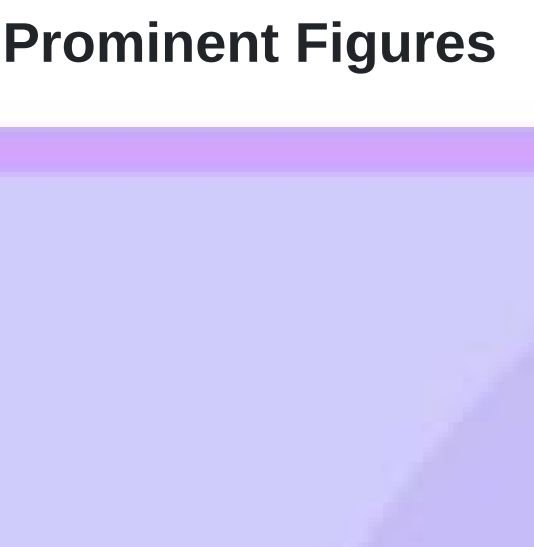
Position the IFT as a leading institution in promoting women's participation in STEM fields.



Rosa I. Rojas Gutiérrez
Computer Engineer



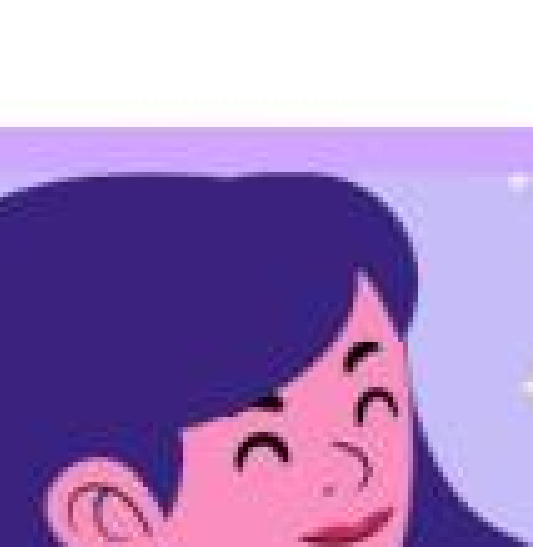
Nathalie Alemán García
Master in Engineering
Biomedical



Maricarmen Albiter J.
Engineer in
Telecommunications



María I. Reza Meneses
Master in Engineering



María F. Sánchez Zavala
Electronics engineer

Prominent Figures



Gender equality

This section seeks to highlight women who have contributed to the development of telecommunications, information technology, science, and in general, who have played a prominent role and can serve as an inspiration to other women. They may not all be featured, but our intention is to raise awareness of women's work in order to break stereotypes that characterize certain fields of knowledge as exclusive to men.

Look for... y < 1 2 3 4 5 >



Maria Sibylla Merian
(Germany, 1647-1717)

Maria Sibylla Merian was a botanical artist of exceptional originality and a respected researcher in the natural sciences. She was also a successful businesswoman who paid little attention to the conventions of her time.



Margaret Crane
(United States, 1939)

Graphic designer and publicist, inventor of home pregnancy tests.

Machine Translated by



Sara García Alonso
Spain (1989 -)

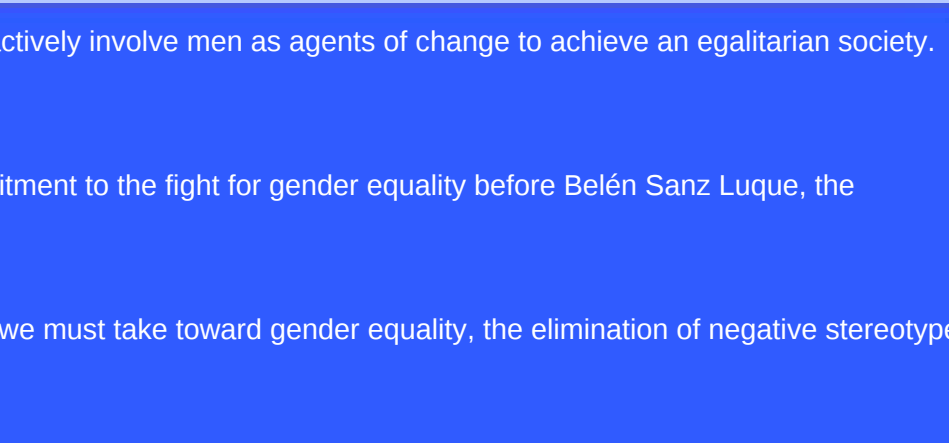
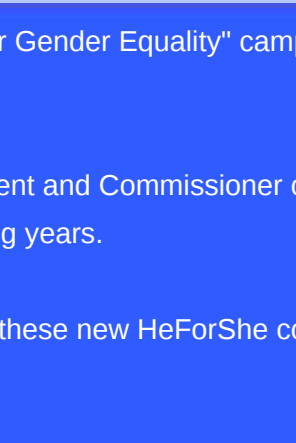
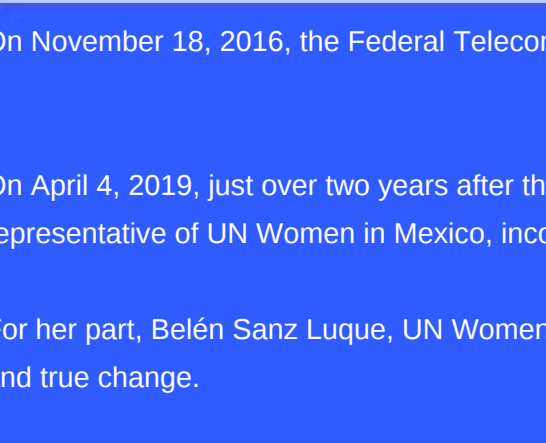
Sara García Alonso is a Spanish cancer researcher and ESA reserve astronaut. Since 2019, she has been a postdoctoral researcher at the Spanish National Cancer Research Centre. In 2022, she was selected as a reserve astronaut for the European Astronaut Corps.



María Teresa Ramírez Vega
(Mexico, 1995 approx.)

A Raramuri horticultural engineer and cultural activist, her work focuses on developing eco-technologies, such as graywater phytoremediation. In 2021, Forbes magazine included her on its list of the 100 Most Powerful Women in Mexico.

#HeForShe



On November 18, 2016, the Federal Telecommunications Institute joined the "HeForShe, Solidarity Movement for Gender Equality" campaign, a platform developed by the international organization that seeks to actively involve men as agents of change to achieve an egalitarian society.

On April 4, 2018, just over two years after the signing of the five original commitments, Gabriel Contreras, President and Commissioner of the Federal Telecommunications Institute, reaffirmed the Institute's commitment to the fight for gender equality before Belén Sarz Luque, the representative of UN Women in Mexico, incorporating new commitments that will be implemented over the coming years.

For her part, Belén Sarz Luque, UN Women representative in Mexico, emphasized that the actions embodied in these new HeForShe commitments from the IFT represent the next crucial step in the long journey we must take toward gender equality, the elimination of negative stereotypes, and true change.

At the same event, an accountability report was delivered on progress toward fulfilling the 2016-2019 HeForShe commitments.

If you're interested in learning more, you can download the 2019 commitments, the February 2019 commitments compliance report, and the 2016 commitments using the buttons below.

[y Commitments 2016](#)

[y #HeForShe Achievements](#)

[y Commitments 2019](#)

Contact us

Do you have any questions?
We will gladly respond to you.
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